

Talking to Candidates about Accommodation Needs

At times, particularly with candidates with non-obvious disabilities, it can be difficult to determine the types of accommodations they may need in the workplace. Sometimes candidates don't understand what the term "accommodations" means or how it applies to them. Some may be reluctant to disclose any disability-related information during a job interview. Here are some ways to engage candidates in talking about their job accommodation needs:

- Ask the candidate whether they would need any accommodations to enable them to perform the duties of the kind of job they are interested in obtaining through the WRP.
- If the candidate seems confused or unsure about accommodations on the job, ask them about the sorts of accommodations they receive in school, and try to help them apply that to a work setting.
- If a candidate with a non-obvious disability seems reluctant to discuss the issue of accommodation at all, remind them that the WRP is a program for students and recent graduates with disabilities. Government agencies have a strong interest in hiring people with disabilities and this could be an advantage for them. This may make some candidates feel more comfortable discussing disability-related matters, since they will understand that you are not trying to "rule them out" of a job because of a disability.
- For candidates who have no obvious disability and do not request accommodations, simply note in the Accommodations Notes field that no accommodations were requested.